

Lu (Nick) Wang, PhD
Research School of Management
College of Business and Economics
The Australian National University
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ACADEMIC EMPLOYMENT

Research School of Management, College of Business and Economics, The Australian National University

Associate Professor (with tenure), January 2017 – Present

Deputy Director (Higher Degree Research), January 2019 – August 2019

School of Management, UNSW Business School, UNSW Sydney

Associate Professor (with tenure), January 2017

Senior Lecturer (equivalent to Senior Assistant Professor), July 2013 – December 2016

Lecturer (equivalent to Assistant Professor), July 2009 – July 2013

EDUCATION

PhD Business Administration, University of Illinois Urbana Champaign, 2009

MBA General Management, University of Illinois Urbana Champaign, 2004¹

BS Computer Science, Pittsburg State University, 2001

PAPERS PUBLISHED IN REFEREED JOURNALS

My primary research focuses on the role of emotions in organizations. I also have an emerging research interest in career development.

**Co-author is current or past graduate student.*

Emotions in Organizations

1. Ocampo, A. C. G. *, **Wang, L.**, Kiazad, K., Restubog, S., & Ashkanasy, N. (2020). The relentless pursuit of perfectionism in the workplace and an agenda for future research. *Journal of Organizational Behavior*, 41 (2), 144-168.
2. Shao, B. *, **Wang, L.**, & Tse, H. (2018). Motivational or dispositional? The type of inference shapes the effectiveness of leader anger expression. *Leadership Quarterly*, 29(6), 709-723.
3. **Wang, L.**, Restubog, S., Shao, B. *, Lu, V., & Van Kleef, G. (2018). Does anger expression help or harm leader effectiveness? The role of competence-based versus integrity-based violations and abusive supervision. *Academy of Management Journal*, 61(3), 1050-1072.
4. Petelczyc, C. *, Capezio, A., **Wang, L.** Restubog, S., & Aquino, K. (2018). Play at work: an integrative review and agenda for future research. *Journal of Management*, 44(1), 161-190. (The first three authors contributed equally).
5. Hui, K.M. *, Bednall, T. C., **Wang, L.**, Sanders, K. (2017). Effects of cultural diversity and emotional regulation strategies on team member performance. *Australasian Journal of Organisational Psychology*, 10, E4.

¹ Due to an administrative error, the official degree was awarded in 2011.

6. **Wang, L.**, Doucet, L., Waller, M., Sanders, K., & Phillips, S. (2016). A laughing matter: Patterns of laughter and the effectiveness of working dyads. *Organization Science*, 27(5), 1142-1160. (The third and fourth author contributed equally).
7. Doucet, J., Shao, B*., **Wang, L.**, & Oldham, G. (2016). I know how you feel but it does not always help: Integrating emotion recognition, agreeableness, and cognitive ability in a compensatory model of service performance. *Journal of Service Management*, 27(3), 320-338.
8. Caza, A., Zhang, G., **Wang, L.** Bai, Y. (2015). How do you really feel? Effect of leaders' perceived emotional sincerity on followers' trust and performance. *Leadership Quarterly*, 4, 518-531.
9. Cheng, D.* & **Wang, L.** (2015). Examining the energizing effects of humor: The influence of humor on persistence behavior. *Journal of Business and Psychology*, 30, 747-758.
10. Shao, B.* & **Wang, L.**, Cheng, D.* & Doucet, L. (2015). Anger suppression in negotiation: How and when it affects performance. *Journal of Business and Psychology*, 759-772.
11. McCance, A., Nye, C., **Wang, L.**, Jones, K., & Chiu, C.Y. (2013). Alleviating the burden of emotional labor: The role of social sharing. *Journal of Management*, 39, 392-415.
12. **Wang, L.**, Northcraft, G., & Van Kleef, G. (2012). Beyond negotiated outcomes: The hidden costs of anger expression in dyadic negotiation. *Organizational Behavior and Human Decision Processes*, 119, 54-63.
13. Restubog, S., Garcia, P., **Wang, L.**, & Cheng, D.* (2010). It's all about control: The role of self-control in buffering the effects of negative reciprocity beliefs and trait anger on workplace deviance. *Journal of Research in Personality*, 44(5), 655-660.

Career Development

14. Garcia, P. R. J., Restubog, S. L. D., Ocampo, A. C. G.* & **Wang, L.**, & Tang, R. (2019). Role modelling as a socialization mechanism in the transmission of career adaptability across generations. *Journal of Vocational Behavior*, 111, 39-48.
15. Ocampo, C.* & Restubog, S., Liwag, M., **Wang, L.**, & Petelczyc, C*. (2018). My spouse is my strength: Interactive effects of perceived organizational and spousal support in predicting career adaptability and career outcomes. *Journal of Vocational Behavior*, 108, 165-177.
16. Chan-Serafin, S., Teo, L.* & Minbashian, A., Cheng, D.* & **Wang, L.** (2017). The perils of dating your boss: The role of hierarchical workplace romance and sex on evaluators' career advancement decisions for lower status romance participants. *Journal of Social and Personal Relationships*. 34(4), 309-333.
17. Capezio, A., **Wang, L.**, Lu, V., Garcia, P., & Restubog, S. (2017). To flatter or to assert? Gendered reactions to Machiavellian leaders. *Journal of Business Ethics*. 141(1), 1-11. (The first two authors contributed equally).
18. Garcia, P., **Wang, L.**, Lu, V., Kiazad, K., & Restubog, S. (2014). When victims become culprits: The role of subordinates' neuroticism in the relationship between abusive supervision and workplace deviance. *Personality and Individual Differences*, 72, 225-229

Other Publications (commentary; PhD students' research)

19. Restubog, S., Ocampo, C.* & **Wang, L.** (Accepted). Taking Control Amidst the Chaos: Emotion Regulation During the COVID-19 Pandemic. *Journal of Vocational Behavior*,
20. Garcia, P. R. J., Restubog, S. L.D., Lu, V., Amarnani, R., **Wang, L.**, & Capezio, A. (2019). Attributions of blame for customer mistreatment: Implications for employees' service

performance and customers' negative word of mouth. *Journal of Vocational Behavior*, 110, 203-213.

21. Lu, V., Capezio, A., Restubog, S., Garcia, P., & **Wang, L.** (2016). In pursuit of service excellence: Investigating the role of psychological contracts and organizational identification of frontline hotel employees. *Tourism Management*, 56, 8-19.
22. Zhang, G., Bai, Y., Caza, A., **Wang, L.** (2014). Leader integrity and organizational citizenship behavior in China. *Management and Organization Review*, 10, 299-319.

BOOK CHAPTERS

23. **Wang, L.**, & Pratt, M. (2009). An identity-based view of emotional ambivalence and its management in organizations. In Neal Ashkanasy and Cary Cooper (Eds.). *Research Companion to Emotion in Organizations*. London: Edward Elgar.
24. **Wang, L.**, Doucet, L., Northcraft, G. (2006). Culture, affect, and social influence in decision-making groups. In B. Mannix, N. Neale, & Y Chen (Ed.), *Research on Managing Groups and Teams: National Culture and Groups*. Kidlington, UK: Elsevier Science Publishers.

MANUSCRIPTS UNDER REVISION

*Co-author is current or past graduate student.

1. Cheng, D.*, **Wang, L.**, & Amarnani, R., Chan, C. (Revise and Resubmit). Title omitted to preserve blind-review process. *Journal of Applied Psychology*.

WORKING MANUSCRIPTS

*Co-author is current or past graduate student.

1. **Wang, L.**, Homan, A., Lee, J.*, Kim, S., Van Kleef, G. An interpersonal perspective of motivations behind rule violations. Manuscript prepared for submission to *Academy of Management Review*.
2. Ocampo, C.*, Gu, J., Zhao, H.*, **Wang, L.** Tse, H., & Groth, M. The crossover effects of spouse emotion regulation ability. Manuscript prepared for submission to *Personnel Psychology*.
3. **Wang, L.**, Barsade, S., Ozdemir, S., Hu, X. & Sai, L. A multi-study investigation of how emotional intelligence influences individuals' network positions. Manuscript prepared for submission to *Academy of Management Journal*.
4. Restubog, S., **Wang, L.**, Chen, Y., Ocampo, C.*, & Decoste, A. The trajectory and outcomes of shame and fear responses among employees with HIV. Manuscript prepared for submission to *Journal of Applied Psychology*.
5. **Wang, L.**, Gu, J., Ocampo, C.*, Zhong, C. B. Why do we prefer hubris leaders? Manuscript prepared for *Academy of Management Journal*.

BUSINESS ARTICLES

1. **Wang, L.** (2016). The upside of seeing red at work. *South China Morning Post*.
<http://www.scmp.com/business/article/1913910/upside-seeing-red-work>

CONFERENCE PRESENTATIONS

1. **Wang, L.**, Homan, A., Lee, J., Kim, S., Van Kleef, G. (2018, August). A costly signaling theory of rule breaking behavior. Annual Meeting of the Academy of Management, Chicago, IL.

2. Hu, X., Zhang, G., **Wang, L.**, Peterson, R., & Bai, Y. (2017, August). How does leader humor expression influence follower outcomes? Exploring the dual process model. Paper presented at the Annual Meeting of the Academy of Management, Atlanta, GA.
3. Ocampo, A., Petelczyc, C., Restubog, S., & **Wang, L.** (2017, August). The role of support resources and career adaptability in predicting career success. Paper presented at the Annual Meeting of the Academy of Management, Atlanta, GA.
4. Shao, B., & **Wang, L.** (2015, August). How implicit theories of personality shape interpretations and outcomes of leader anger expression. Paper presented at the Annual Meeting of the Academy of Management, Vancouver, Canada.
5. **Wang, L.**, Shao, B., & Lan, S. (2014, August). When leader anger helps and when it hurts. Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.
6. Cheng, D. & **Wang, L.** (2014, August). When joking at work helps you work: The influence of humor on persistence behavior. Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.
7. Cheng, D., & **Wang, L.** (2013, December). Working long hours and tired? Try a joke: The effect of humour on persistence. Paper presented at the Annual Meeting of the Australia and New Zealand Academy of Management, Hobart, TAS.
8. Cheng, D., & **Wang, L.** (2012, August). Does being “mean at work” work? Negative display rules, emotional labor strategy and work outcomes. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.
9. Teo, L., Chan-Serfin, S., Amarali, M., & Cheng, D., **Wang, L.** (2012, August). Hierarchical workplace romance: The role of social judgement and gender on career outcomes. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.
10. Caza, A., Zhang, G., **Wang, L.**, & Bai, Y. (2011, August). Three studies of the effects of perceived leader sincerity on follower. Paper presented at the Annual Meeting of the Academy of Management, San Antonio, TX.
11. Cheng, D., & **Wang, L.** (2011, August). Tempered anger or angry temper? Anger intensity, perceiver attribution and outcomes. Paper presented at the Annual Meeting of the Academy of Management, San Antonio, TX.
12. **Wang, L.**, & Chan-Serafin, S. (2010, September). Loveable fool or competent Jerk: How gender influences judgements of other’s smile. Paper presented at the Big Two Expert Meeting (Sponsored by the European Science Foundation), Nuremberg, Germany.
13. **Wang, L.**, Northcraft, G., & Zhang, G. (2010, August). To show or not to show: The intrapersonal effects of emotion suppression in negotiation. Paper presented at EMONET VII, Montreal, QC.
14. **Wang, L.**, Caza, A., & Zhang, G. (2010, July). Passion from the heart: The importance of gender in followers’ response to leader’s emotion sincerity. Paper presented at ICAP, Melbourne, VIC.
15. **Wang, L.**, Northcraft, G., & Neale, M. (2009, August). The joint effects of expertise legitimization and expertise sex-typicality on expert influence in task groups. Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.
16. **Wang, L.**, Caza, A., & Zhang, R. (2009, August). More than a passionate face: Authenticity of leader’s emotion expression and leader effectiveness. Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.
17. Tajeddin, G., Waller, M., Doucet, L., **Wang, L.**, & Phillips, S. (2009, August). The effects of laughter on team member affect under stress. Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.

18. Zhang, R., **Wang, L.**, & Caza, A. (2008, December). Authenticity effects of leader's emotion expression on leadership effectiveness and followers' trust. Paper presented at the Annual Meeting of the Australia and New Zealand Academy of Management, Auckland, New Zealand.
19. **Wang, L.**, & Caza, B. (2008, August). Learning from rejections in academia: Exploring the role of emotions in the process of resilience. Presented at the Annual Meeting of the Academy of Management, Anaheim, CA.
20. Houb, S., Nye, C., **Wang, L.**, Jones, K., Chen, J., & Chiu, C. Y. (2008, April). The attenuating effects of social sharing on the negative outcomes of emotional labor: Potential ways to unburden service employees. Paper presented at Society for Industrial and Organizational Psychology, San Francisco, CA.
21. **Wang, L.**, Doucet, L., & Northcraft, G. (2007, August). Affect and social influence: An empirical examination of a dual-process model. Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.
22. **Wang, L.**, Northcraft, G., & Van Keef, G. (2007, August). More than meets the eye: The effects of power differences on anger expression in negotiations. Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.
23. **Wang, L.**, & Pratt, M. (2006, August). An identity-based view of ambivalence and its management in organizations. Paper presented at the Annual Meeting of the Academy of Management, Atlanta, GA.
24. **Wang, L.**, Doucet, L., & Northcraft, G. (2006, August). An empirical test of a model of affect and social influence. Paper presented at EMONET V, Atlanta, GA.
25. **Wang, L.**, Doucet, L., & Waller, M. (2005, August). Affective differences, two-person flight crew dynamics, and effectiveness. Paper presented at the Annual Meeting of the Academy of Management, Honolulu, HI.
26. **Wang, L.**, Doucet, L., & Northcraft, G. (2005, May). National culture, affect, and social influence in groups. Paper presented at 9th Annual Conference on Research on Managing Groups and Teams, New York, NY.

SYMPOSIUM ORGANISER

1. Rothman, N., & **Wang, L.** (2009, August). Social consequences of expressing complex emotions in the workplace. Annual Meeting of the Academy of Management, Chicago, IL.
2. Caza, B., & **Wang, L.** (2008, August). The quest to resilience: Examining the role of emotions and relationships. Annual Meeting of the Academy of Management, Anaheim, CA.

TEACHING EXPERIENCE

The Australian National University

1. Organizational Behavior (MBA), 2017-Present. Taught 3 sections. Course Satisfaction = 4.3/5; Lecturer Satisfaction = 4.4/5.
2. Organizational Behavior (Undergraduate), 2018. Taught 1 section. Course Satisfaction = 4.4/5; Lecturer Satisfaction = 4.4/5
3. Managing Organizational Change (Undergraduate), 2017. Taught 1 section. Course Satisfaction = 3.4/5; Lecturer Satisfaction = 3.4/5.

UNSW Sydney

4. Cross-cultural Management (Master), 2013 – 2016. Taught 8 sections of lecture plus 14 sections of tutorial. Average Course Satisfaction > 95%, Average Lecturer Satisfaction > 95%, Average Tutor Satisfaction > 95%.

5. Integrative Seminar in Global Business (Undergraduate), 2015. Taught 1 section. Course Satisfaction = 100%.
6. Global Business Practicum (Undergraduate; Experiential and Immersion Course in Hong Kong), 2015. Taught 1 section. No evaluation; course was featured on the UNSW Sydney website <https://www.business.unsw.edu.au/news-events/news/unsw-students-taste-hong-kong-business-world>)
7. Managing Across Cultures (Undergraduate), 2014. Taught 2 sections of lecture. Course Satisfaction = 99%; Lecturer Satisfaction = 100%.
8. Business Communication, Ethics and Practice (Master), 2009 – 2012. Large course with approximately 300 students per semester. Taught 13 sections of lecture plus 8 sections of tutorial. Average Course Satisfaction > 95%, Average Lecturer Satisfaction > 95%, Average Tutor Satisfaction > 95%.

Peking University HSBC Business School

9. Foundations of Leadership (Master), 2014. Taught 1 section. Overall Satisfaction= 93.38/100

China Europe International Business School

10. Emotion Intelligent Leadership (Executive Education co-taught with Lorna Doucet), 2012. Taught 1 section. Course Satisfaction = 4.25/5.0, Lecturer Satisfaction = 4.26/5.0

University of Illinois at Urbana Champaign

11. Foundations in Organizational Behavior (Undergraduate Online), 2008. Taught 1 section. Course evaluation unavailable.
12. Foundations in Organizational Behavior (Undergraduate), 2007. Taught 1 section. Overall Satisfaction = 4.0/4.0.

CONSULTING, TRAINING, AND APPLIED RESEARCH

- Polyglot Group, Sydney, Australia

HONORS AND AWARDS

- Nominated for the College of Business and Economics Teaching Awards in the Teaching Excellence category (MBA), 2018
- Non-Professorial Research Award, UNSW Business School, 2016
- Best Paper Award (Organizational Behavior Stream), Australian and New Zealand Academy of Management Conference, 2013
- Best Doctoral Paper Award (First author is a doctoral student), Australian and New Zealand Academy of Management Conference, 2013
- Best Paper Award (Leadership Stream), Australian and New Zealand Academy of Management Conference, 2008
- Best Poster Award, Australian and New Zealand Academy of Management Conference, 2008
- Showcase Symposium, Academy of Management Conference, 2008
- Showcase Symposium, Academy of Management Conference, 2007
- Irwin Fellowship, University of Illinois, 2008

- An Incomplete List of Teachers Ranked as Excellent by Their Students, University of Illinois, 2007
- Harry Gray Fellowship, University of Illinois, 2004-2008

GRANTS

- Industry Grant (with Simon Restubog, Ying-Yi Chih, Vinh Lu), \$50,000, Contentgroup, 2017.
- UNSW Business School Linkage Research Seed Fund (with Karin Sanders and Jessica Yustantio), \$20,000, University of New South Wales, 2017
- Goldstar Research Grant (with Suzanne Chan-Serafin), \$30,000, UNSW Sydney, 2012
- Centre for Human Resource Management Grant (with Brianna Caza), \$9,500, University of Illinois Urbana Champaign, 2008

MEDIA COVERAGE

New York Times; Association for Psychological of Science; Australian Financial Review; Harvard Business Review; BBC Business; Inc.com; Businessinsider.com.au; Chicago Policy Review; Men's Health; Science Daily; EurekAlert; Sydney Morning Herald; BBC.com; Monitor on Psychology, Australian HR Institute

PROFESSIONAL SERVICE

The Australian National University

- Deputy Director of Higher Degree Research, Research School of Management (Department level), 2019-Present
- Research School of Management Faculty Search Committee (Department level), 2018-2019
- Innovation Hub Governance Committee (College level), 2017-2018

UNSW Sydney (Australia)

- Bizlab Management Committee (College level), 2015-2016
- Subject Pool Coordinator (Department level), 2014-2016
- Advisory Board (Department level), 2013-2016
- Seminar Coordinator (Department level), 2009-2011

EDITORIAL BOARDS

- Journal of Vocational Behavior
- Journal of Business Research

AD HOC REVIEWING

Organization Science; Journal of Applied Psychology; Organizational Behavior and Human Decision Processes; Journal of Management Studies; Journal of Organizational Behavior; Journal of Experimental Social Psychology; Management and Organization Review; Social Psychological and Personality Science; Journal of Behavioral Decision Making; Emotion; PLOS One; International Journal of Human Resource Management; Australian Journal of Management; Information and Management, Human Relations

PhD STUDENTS SUPERVISED

Dissertation chaired at the Australian National University

1. Anna Carmella Ocampo, 2017-current

Dissertation chaired at UNSW Sydney

2. Bo (Jeff) Shao, 2016. Initial placement: RMIT; Current position: Monash University. <https://scholar.google.com.au/citations?user=9DuT5oUAAAAJ&hl=en>
3. David Cheng, 2015. Initial placement: The Australian National University; Current position: The Australian National University. <https://www.cbe.anu.edu.au/about/staff-directory/?profile=David-Cheng>

PROFESSIONAL AFFILIATIONS

- Academy of Management
- EMONET
- Work Effectiveness and Leadership Lab